

Equity Assessment

Psychological Safety

What is the degree of psychological safety individuals feel within the organization?

- ? Y N Do employees trust that in voicing concerns or proposing improvements they will be not only be free from reprisal, but that their feedback will be carefully investigated, thoughtfully considered, or enthusiastically welcomed?
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Equally Empowered

Regardless of where an individual may sit within the hierarchy of our organization, is each individual equally empowered to:

- ? Y N Voice concerns about individually-focused discrimination or preferential treatment?
- ? Y N Voice concerns about broader group-oriented bias and discrimination?
- ? Y N Provide feedback about any other aspect of the organization?
- ? Y N Propose ways to improve the organization?
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Diversity and Inclusion

How well do we foster diversity and inclusion throughout the organization?

- ? Y N Do our policies and procedures promote diversity and inclusion?
- ? Y N Are policies and standards of conduct applied to each individual across the organization equally without exception?
- ? Y N Do we use race and gender-neutral hiring practices and job descriptions?
- ? Y N Do we have a diversity and inclusion function with clear goals, objectives, and strategies?
- ? Y N Do we actively track the advancement of employees to identify patterns of bias/discrimination?
- ? Y N Are managers given practical tools to assess and manage performance that are applied without deviation?
- ? Y N Is there regular tracking and reporting of diversity and inclusion efforts and indicators that impact stakeholders?
- ? Y N Have we provided accommodations to meet the needs of every employee?
- ? Y N Have we provided access to the knowledge, resources, and tools required for employees to be successful in their positions?

Next Steps: